Enlisted Retention Task Force Conference XIV

Manpower and Reserve Affairs Department
Headquarters, U.S. Marine Corps
Quantico, VA

ERTF Conference XIV

Agenda

- FY02 Retention Update
- PSEP Credit to MSCs
- Career Retention Specialist Conference
- SRBP Changes
- Command Screening
- Equal Opportunity Advisor Program
- Survey Questionnaires
- CRS Issues
- Retention Assist Visit Update

FY02 Retention Update

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FTAP Comparison

	FY01	FY02
• FTAP Goal:	6118	5918
• Authorized:	172 (2.8%)	82 (1.3%)
• **Executed:**	**5352 (87.4%)**	**5517 (93.2%)**
• Total:	5524 (90.2%)	5599 (94.5%)

Note: *Update as of 26 Mar 02*

FY02 FTAP
Lateral Moves

FY02

- Authorized: 28
- **Executed: 535**
- Total: 563

Note: *Update as of 26 Mar 02*

FTAP Critical MOS's

- 6 MOS's under 25%: 0627, 5528, 5548, 5565, 5566, 7234/36
- 7 MOS's under 50%: 0261, 0614, 0624, 0847, 5534, 5544, 5546
- 13 MOS's under 60%: 0352, 0861, 2844/62, 2846, 4341, 5536, 5543, 5546, 5563, 6072, 6214, 6314, 7314

STAP Status

FY02

- Target Goal 5784
- Authorized 1174
- **Executed 4010 (69.3%)**

ote: *Update as of 26 Mar 02*

STAP Critical MOS's

- 10 MOS's at 0%: 0622, 0842, 4429, 5523, 5534, 5541, 5544, 6286, 6467, 6468
- 3 MOS's under 25%: 0691, 1349, 7242
- 13 MOS's under 35%: 0261, 1169, 2673, 2844, 2846, 4612, 5543, 5547, 5563, 5952, 6222, 8412, 9812

PSEP Credit to MSCs

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Proposed Guidelines

- MSCs will receive FTAP mission credit for PSEPs at the end of each quarter while FTAP remains open.
- Credit will go toward MSC overall B/S executed.
- PSEP credit will only go to MSCs that are below 100% executed.
- PSEP credit will be divided fair-share by the percentage each MSC is missioned from the entire FTAP mission.

Proposed Guidelines, continued

- MSCs will divide PSEP credit to their subordinate commands as they see fit.
- MMEA-6 will provide the MSC CRSs with their appropriate PSEP credit amounts via e-mail for their report to their respective CGs.

Career Retention Specialist Conference

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Agenda: Day 1
29 May 02

- Guest Speakers
- New MCO P1040.31 (changes)
- Reserve Issues
- CRS School Review
- CRS MCI (working groups)

Agenda: Day 2
30 May 02

- Advertising Material Acquisition
- ECFCs
- SRBs
- Career Counselor Brief
- Current CRS Structure/Promotions
- T/O Structure- Compensation Procedures
- Surveys.
- PT

Agenda: Day 3
31 May 02

- Retention Assist Visits/ IG Requirements
- American Military University (AMU)
- CRS Advanced Course
- Special Duty Assignments
- FY02 FTAP/STAP Review/ FY03 Execution
- Career Status Bonus (CSB)/ Thrift Savings Plan (TSP)
- TFRS Improvement Update
- NCOIC Responsibilities
- Conference Critiques

SRBP Changes

MPP-20

SRBP Extension

- MarAdmin 165/02 released on 26 Mar 02
  - Intent is to extend SRBP through 2 July 02.
  - Adds / Increases MOS 4429 B and C bonus to multiple of 4.
  - All other multiples remain the same.
- Future Plans
  - Reassess SRB Program in late June.
  - Depending on remaining funds / STAP execution, close out FY02 SRBP or extend into fourth quarter. DON'T COUNT ON PROGRAM EXTENSION!!!

Command Screening

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CMC White Letter 04-02

- Trend of inadequate command screening of SDA Marines prior to PCS.
- CMC-directed policies:
  - School Directors will complete thorough initial screening within 30 days of Marine's arrival.
  - DC M&RA will publish noncompliance MarAdmins.
  - RS's and RO's will take into account repeated appearance on noncompliance list.
- Same level of attention to detail for screening of enlisted Marines assigned to PME Schools and Officer Accession Programs.

Equal Opportunity Advisor Program

MMEA-85

EOA Program

- Primary Duty: assist commanders in monitoring the pulse of the Equal Opportunity climate within the command.
- Eligibility: SSgt-MGySgt.
- Schooling: 15 week DoD Equal Opportunity School.
- Obligation: 3 years upon completion of school.
- Application: AA form to MMEA-85.
  - Ref: MCO 5354.1A
- Sponsor: MGySgt McLane, DSN 278-9371 or Comm (703) 784-9371.

Survey Questionnaires

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Background

- Need for feedback system to evaluate handling of RELMs.
- One survey for CRSs/ One survey for individual Marines.
- Pilot Program debuted via TFRS sign-on on 1 Mar 2002.
  - TFRS msg #’s 383, 386

Pilot Program

- Survey cut-off 31 May 2002
  - All CRSs participate
  - Min 1 careerist & 1 first termer per command per month
- Completed surveys received as of 26 Mar:
  - CRS: 28
  - ERS: 18

Additional Guidance

- Get Marines to participate in ERS
- Must have written comments & suggestions
- Suggestions should be realistic & viable
- CRSs should bring suggestions for future surveys to CRS conference
- E-mail completed surveys in EXCEL format as attachment

CRS Information

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CRS Information

- Required Pubs.
  - Initial list: MCO P1040.31 (Retention Manual)
    MCO P1040R.35 (Reserve Retention Manual)
    MCO P1200.7 (MOS Manual)
    MCO 1300.8 (MC Personnel Assignment Policy)
    MCO P1326.6 (SDA Manual)
    MCO P1400.32 (Promotion Manual)
  - MMEA-6 will release MarAdmin with complete list.
  - All required pubs/MCBULs/documents will be placed on MMEA-6 Website with links for easy access.

CRS Information

- Homosexual Conduct Policy Briefs.
  - Required upon reenlistment per MarAdmin 014/00.
  - Per revised MCO P1040.31, CRSs must state in Remarks section of DD Form 4 that Marine has been briefed.

MMEA Command Visit Update

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MMEA Command Visit Schedule

- MARFORRES/P-cola 8-11 Apr
- STAP RAV to West Coast 22-26 Apr
  - CRS MTT
  - CGRI Staff Assist Visit
- STAP RAV to East Coast May
- STAP RAV to WESTPAC May/Jun

Enlisted Retention Task Force Conclusion

Col Wagner

Task Force Chairman